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20 JUL 1985



H M Treasury

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B M Moore Esq
Chairman
GCSF
Oakley, Priors Road
Cheltenham
Glos GL52 5AJ

4 July 1985

*Dear Brian,***REPRESENTATIONAL RIGHTS FOR GCSF**

Thank you for your letter of 11 June to Mr Truman which seeks recognition for GCSF in respect of all staff at GCHQ in relation to matters determined centrally. I am replying as Mr Truman is away at the moment and I am pleased to inform you that we are prepared to grant GCSF representational rights on the following terms.

2. Firstly, GCSF will be the formally recognised staff association to make representations to and negotiate with the relevant Divisions of the Treasury or Cabinet Office (MPO) in respect of those terms and conditions of service which apply exclusively to staff employed at GCHQ.

3. Secondly, GCSF may make representations to the relevant Divisions of the Treasury or Cabinet Office (MPO) in respect of those terms and conditions of service affecting GCHQ staff which are the subject of nationally determined agreements.

4. I can confirm that representational rights in these terms apply in respect of all industrial and non-industrial staff employed at GCHQ. I should also make clear that any questions which arise over the application of national agreements to staff at GCHQ should be addressed to GCHQ management.

5. The terms of this recognition are subject to further clarification in the light of any procedural arrangements which may be determined in respect of collective bargaining for the GCSF, either within GCHQ or centrally, or following any national agreements in respect of pay determination arrangements and sectional pay claims.

Yours sincerely
Alan Hurst



A F HURST
Industrial Relations Division

CONFIDENTIAL



E/8753GA/3000/2

31 May 1985

Director DO E E3 Federation Side(6) copies/copy to each

F E3B for information - copy to each

Minutes of a meeting between Director GCHQ and representatives of the Staff Federation held on 7 May 1985.

Present:

OFFICIAL SIDE

Mr P H Marychurch	Director
Mr J A Adye	DO
Mr A V Hird	E
Mr D J Chidgey	E3
Mr D W Hall	Secretary

FEDERATION SIDE

Mr B M Moore	Chairman
Mr A B Cordell	
Mr J G Stephenson	
Mr J J Barrett	
Mrs P A Holland	
Mr P Duffy	Secretary

1. In welcoming the Staff Federation Representatives, Director thanked them for their efforts in getting the Federation off the ground and congratulated them on being individually elected. Mr Moore acknowledged Director's thanks and congratulations, adding that he hoped the Federation could speak as a single voice, free from the previous TUS groupings.

RECOGNITION

2. Mr Moore said that the first issue to be resolved was whether the Director was prepared to grant recognition to the Federation. Director said he unreservedly recognised the Federation, and agreed, at the request of Mr Moore, to inform all members of staff that the Department was prepared to negotiate with the Federation on all issues affecting staff. He could not, of course, give this assurance on behalf of the Central Departments; it would be for the Federation to discuss the position with the Head of the Industrial Relations Division of Treasury direct. This Mr Moore agreed to do.